Market Analysis: July 2002

- Deputy County Administrator
- Assistant County Administrator
- Deputy County Attorney
- Assistant County Administrator

	2000 FY 2003 S			Salary		В	udget	
Position	Jurisdiction	Population	M	linimum	Maximum	Recommmendation	In	npact
	Albemarle	79,236	\$	70,706	\$ 113,129			
	Fauquier	55,139	\$	62,261	\$ 93,392			
Deputy County Administrator	Frederick	59,209						
Deputy County Administrator	James City	48,102						
	Stafford	92,446	\$	65,767	\$ 107,723			
	York	56,297						
A I P. F. C.			Φ.	00.007	<b>A</b> 440 400			
Average, excluding Fauquier			\$	68,237	\$ 110,426			
Fauquier's Delta from average			\$	5,976				
Comparison of Fauquier vs. average of others				-9%	-15%			
With upgrade from Grade 56 to Grade 61			\$	68,003	\$ 102.008	Upgrade to Grade 61		
Delta from average			\$	234		10% increase	\$	8,434
Comparison of new grade vs. average of other jurisdictions			-	0%		(2.5%/grade up to 10%)	-	-, -
	Albemarle	79,236	\$	70,706				
	Fauquier	55,139	\$	58,813	\$ 88,221			
Assistant County Administrator	Fauquier Frederick	55,139 59,209	\$	58,813 55,000	\$ 88,221 \$ 90,000			
Assistant County Administrator	Fauquier Frederick James City	55,139 59,209 48,102	\$	58,813 55,000	\$ 88,221			
Assistant County Administrator	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$	58,813 55,000 78,116	\$ 88,221 \$ 90,000 \$ 117,174			
Assistant County Administrator	Fauquier Frederick James City	55,139 59,209 48,102	\$	58,813 55,000	\$ 88,221 \$ 90,000 \$ 117,174			
•	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$	58,813 55,000 78,116 58,659	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490			
Average, excluding Fauquier	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$ \$	58,813 55,000 78,116 58,659 65,620	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490 \$ 102,698			
Average, excluding Fauquier Fauquier's Delta from average	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$	58,813 55,000 78,116 58,659 65,620 6,807	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490 \$ 102,698 \$ 14,477			
Average, excluding Fauquier	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$ \$	58,813 55,000 78,116 58,659 65,620	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490 \$ 102,698			
Average, excluding Fauquier Fauquier's Delta from average Comparison of Fauquier vs. average of others	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$ \$	58,813 55,000 78,116 58,659 65,620 6,807	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490 \$ 102,698 \$ 14,477 -14%			
Average, excluding Fauquier Fauquier's Delta from average	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$ \$	58,813 55,000 78,116 58,659 65,620 6,807 -10%	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490 \$ 102,698 \$ 14,477 -14% \$ 98,561	Upgrade to Grade 59 10% increase	\$	7,754
Average, excluding Fauquier Fauquier's Delta from average Comparison of Fauquier vs. average of others With upgrade from Grade 53 to Grade 59	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$ \$	58,813 55,000 78,116 58,659 65,620 6,807 -10%	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490 \$ 102,698 \$ 14,477 -14% \$ 98,561 \$ 4,137	Upgrade to Grade 59	\$	7,754
Average, excluding Fauquier Fauquier's Delta from average Comparison of Fauquier vs. average of others With upgrade from Grade 53 to Grade 59 Delta from average	Fauquier Frederick James City Stafford	55,139 59,209 48,102 92,446	\$ \$ \$ \$	58,813 55,000 78,116 58,659 65,620 6,807 -10% 65,706 (86)	\$ 88,221 \$ 90,000 \$ 117,174 \$ 90,490 \$ 102,698 \$ 14,477 -14% \$ 98,561 \$ 4,137	Upgrade to Grade 59 10% increase	\$	7,754

Market Analysis: July 2002

- Deputy County Administrator
- Assistant County Administrator
- Deputy County Attorney
- Assistant County Administrator

	Albemarle	79,236	\$	61,423	\$	98,275			
	Fauquier	55,139	\$	54,216		81,324			
	Frederick	59,209	Ψ	34,210	Ψ	01,024			
Deputy County Attorney	James City	48,102	\$	66,908	Φ.	100,362			
	Stafford	92,446		51,376		84,178			
	York	56,297	\$	55,867		86,133			
	TOIK	30,231	Ψ	33,007	Ψ	00,100			
Average, excluding Fauquier			\$	58,894	\$	92,237			
Fauquier's Delta from average			\$	4,678		10,913			
Comparison of Fauquier vs. average of others			<b>–</b>	-8%		-12%			
			1	370		. = 70		1	
With upgrade from Grade 49 to Grade 53			\$	58,813	\$	88,221	Upgrade to Grade 53		
Delta from average			\$	81			10% increase	\$	6,601
Comparison of new grade vs. average of other jurisdictions				0%			(2.5%/grade up to 10%)		
1 5 ,							,		
	,								
	Albemarle	79,236	\$	53,359	\$	85,373			
	Fauquier	55,139		46,170		69,255			
	Frederick	59,209		,,		,			
Accietant Colinty Attornay (2 nocitions)	1 0''	,							
Assistant County Attorney (2 positions)	James City	48,102	\$	53,038	\$	79,558			
Assistant County Attorney (2 positions)	James City Stafford	48,102 92,446		53,038 48,900		79,558 80,121			
Assistant County Attorney (2 positions)		92,446		53,038 48,900		79,558 80,121			
Assistant County Attorney (2 positions)	Stafford								
	Stafford	92,446	\$	48,900	\$	80,121			
Average, excluding Fauquier	Stafford	92,446		48,900 51,766	\$	80,121			
	Stafford	92,446	\$	48,900	\$	80,121			
Average, excluding Fauquier Fauquier's Delta from average	Stafford	92,446	\$	48,900 51,766 5,596	\$	80,121 81,684 12,429			
Average, excluding Fauquier Fauquier's Delta from average Comparison of Fauquier vs. average of others	Stafford	92,446	\$	48,900 51,766 5,596	\$ \$	81,684 12,429 -15%	Upgrade to Grade 47		
Average, excluding Fauquier Fauquier's Delta from average	Stafford	92,446	\$ \$	48,900 51,766 5,596 -11%	\$ \$	80,121 81,684 12,429 -15% 77,876		\$	9,915
Average, excluding Fauquier Fauquier's Delta from average Comparison of Fauquier vs. average of others With upgrade from Grade 42 to Grade 47	Stafford	92,446	\$ \$ \$	48,900 51,766 5,596 -11% 51,917	\$ \$ \$	81,684 12,429 -15% 77,876 3,808	Upgrade to Grade 47	\$	9,915
Average, excluding Fauquier Fauquier's Delta from average Comparison of Fauquier vs. average of others With upgrade from Grade 42 to Grade 47 Delta from average	Stafford	92,446	\$ \$ \$	48,900 51,766 5,596 -11% 51,917 (151)	\$ \$ \$	81,684 12,429 -15% 77,876 3,808	Upgrade to Grade 47 10% increase	\$	9,915
Average, excluding Fauquier Fauquier's Delta from average Comparison of Fauquier vs. average of others With upgrade from Grade 42 to Grade 47 Delta from average	Stafford	92,446	\$ \$ \$	48,900 51,766 5,596 -11% 51,917 (151)	\$ \$ \$	81,684 12,429 -15% 77,876 3,808	Upgrade to Grade 47 10% increase	\$	9,915

## FAUQUIER COUNTY GOVERNMENT CLASSIFICATION AND PAY PLAN

Effective June 1, 2002 - Revision proposed July 2002

FLSA CODE (	JOB GRADE CODE		POSITION	HOURS/ WEEK	MIN	MAX
GRADE	<u>42</u>					
E E E	42 42 42 42	10133 10033 10056 06026	ASST. COMMONW.'S ATTY. ASST. COUNTY ATTORNEY CONSTRUCTION PROJECT MGR. SUPERVISOR, MAINTENANCE	40 hour 37.5 hour Hourly	\$49,247 \$46,170 \$23.68	\$73,872 \$69,255 \$35.51
GRADE	<u> 43</u>					
E E E E E	43 43 43 43 43 43 43	10134 10034 36025 36030 36035 20003 06028	ASST. COMMONW.'S ATTY., SR. ASST. COUNTY ATTORNEY, SR. CHIEF, PLANNING CHIEF, ZON., PERMIT. & INSPECT. COUNTY ENGINEER DEPUTY SHERIFF-MAJOR MGR., SUPPORT OPERATIONS	40 hour 37.5 hour Hourly	\$50,474 \$47,319 \$24.27	\$75,711 \$70,979 \$36.40
<u>GRADE</u>	<b>44</b> 44			40 hour 37.5 hour Hourly	\$51,700 \$48,469 \$24.85	\$77,550 \$72,703 \$37.29
GRADE	<u>45</u>					
E E E	45 45 45 45	32109 15050 15305 20053	ASST. DIRECTOR, FINANCE DIR., ADULT COURT SVCS. DIR., JOINT COMMUNICATIONS OES FIRE MARSHALL	40 hour 37.5 hour Hourly	\$52,926 \$49,618 \$25.44	\$79,388 \$74,427 \$38.17
GRADE	<b>E 46</b> 46			40 hour 37.5 hour Hourly	\$54,152 \$50,768 \$26.04	\$81,229 \$76,152 \$39.05
GRADE	<u>47</u>					
E	47	26001	DIR., PARKS & RECREATION Assistant County Attorney (proposed)	40 hour 37.5 hour Hourly	\$55,378 \$51,917 \$26.63	\$83,067 \$77,876 \$39.93

GRADE	<u> 48</u>					
E E E	48 48 48 48	20001 31034 35001 63003	DEPUTY SHERIFF-LT. COLONEL DIR., HUMAN RESOURCES DIR., LIBRARY DIR., OFC. OF MGMT/BUDGET	40 hour 37.5 hour Hourly	\$56,605 \$53,067 \$27.21	\$84,907 \$79,600 \$40.82
GRADE	<u> 49</u>					
E E E E	49 49 49 49 49	10132 10032 77000 06002 25055 20051	DEPUTY COMMONW.'S ATTY. DEPUTY COUNTY ATTORNEY DIR., ECONOMIC DEVELOPMENT DIR., ENVIRONMENTAL SERVICES DIR., SOCIAL SERVICES OES COORDINATOR	40 hour 37.5 hour Hourly	\$57,830 \$54,216 \$27.80	\$86,746 \$81,324 \$41.70
<u>GRADE</u>	<b>50</b> 50			40 hour 37.5 hour Hourly	\$59,056 \$55,366 \$28.40	\$88,584 \$83,048 \$42.59
GRADE	<u> 51</u>					
E E E	51 51 51 51	36042 32110 95020 06029	DIR., COMMUNITY DEVELOPMT. DIR., FINANCE DIR., INFORMATION RESOURCES DIR., SUPPORT SERVICES	40 hour 37.5 hour Hourly	\$60,283 \$56,515 \$28.98	\$90,425 \$84,773 \$43.48
<u>GRADE</u>	<b>52</b> 52			40 hour 37.5 hour Hourly	\$61,509 \$57,665 \$29.57	\$92,263 \$86,497 \$44.36
<u>GRADE</u> E	<b>53</b> 53	10013	ASST. COUNTY ADMINISTRATOR Deputy County Attorney (proposed)	40 hour 37.5 hour Hourly	\$62,734 \$58,813 \$30.16	\$94,102 \$88,221 \$45.24
<u>GRADE</u>	<b>54</b> 54			40 hour 37.5 hour Hourly	\$63,961 \$59,964 \$30.75	\$95,941 \$89,945 \$46.12
<u>GRADE</u>	<b>55</b> 55			40 hour 37.5 hour Hourly	\$65,187 \$61,113 \$31.34	\$97,780 \$91,669 \$47.01

<b>GRADE</b>	56

Е	56	10012	DEPUTY CTY. ADMINISTRATOR	40 hour 37.5 hour Hourly	\$66,412 \$62,261 \$31.93	\$99,619 \$93,392 \$47.90
Propos	sed Addit	ional Grad	des			
GRADI	E <u>57</u>					
Е	57	10012		40 hour 37.5 hour Hourly	\$67,638 \$63,409 \$32.52	\$101,458 \$95,115 \$48.78
GRADI	E <u>58</u>					
E	58	10012		40 hour 37.5 hour Hourly	\$68,864 \$64,557 \$33.11	\$103,297 \$96,838 \$49.66
GRADI	E <u>59</u>					
Е	59	10012	Assistant County Administrator (proposed)	40 hour 37.5 hour Hourly	\$70,090 \$65,706 \$33.70	\$105,135 \$98,561 \$50.55
GRADI	E 60					
E	60	10012		40 hour 37.5 hour Hourly	\$71,316 \$66,854 \$34.29	\$106,974 \$100,285 \$51.43
GRADI	E 61					
Е	61	10012	Deputy County Administrator (proposed)	40 hour 37.5 hour Hourly	\$72,541 \$68,003 \$34.88	\$108,812 \$102,008 \$52.31
<u>GRADI</u>	E 62					
Е	62	10012		40 hour 37.5 hour Hourly	\$73,767 \$69,151 \$35.46	\$110,651 \$103,731 \$53.20

				FY 2003 Salary Range			Cu	t (FY 2003) \$	ies	Proposed											
Name	Current Title	Hrs/yr	Hrs/wk		Min		Mid		Max	Grade		Salary	ı	Hourly	Grade	e Salary		Hourly		0	Difference
Wheeler, James R.	Deputy County Administrator	1950	37.5	\$	62,261.00	\$	74,713.00	\$	93,392.00	56	\$	84,338.02	\$	43.25	61	\$	92,771.82	\$	47.58	\$	8,433.80
Hooper, Anthony I.	Assistant County Administrate	1950	37.5	\$	58,813.00	\$	70,576.00	\$	88,221.00	53	\$	77,539.00	\$	39.76	59	\$	85,292.90	\$	43.74	\$	7,753.90
Burke, Kevin J.	Deputy County Attorney	1950	37.5	\$	54,216.00	\$	65,059.00	\$	81,324.00	49	\$	66,008.43	\$	33.85	53	\$	72,609.27	\$	37.24	\$	6,600.84
Primeau, Marianne N. Galleher, Tracy	Assistant County Attorney Assistant County Attorney	1560 1950	30 37.5	\$ \$	46,170.00 46,170.00	•	55,404.00 55,404.00	•	69,255.00 69,255.00	42 42	\$ \$	45,863.21 53,288.12		29.40 27.33	47 47	\$ \$	50,449.53 58,616.94		32.34 30.06	*	4,586.32 5,328.81
														\$	32,703.68						